

## HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS

### REVIEW OF THE FOUR MAJOR BANKS

#### ANZ

##### ANZ29QW:

**Of the twenty highest incentive bonuses paid over the past decade, please provide the number that fall within these brackets?**

Answer: ANZ has interpreted an incentive bonus to include any of the following:

- Short term incentive (**STI**), including any part of the incentive which is subject to mandatory deferral
- Long term incentive (**LTI**)
- A single incentive award that combines STI and LTI awards, including any part of the incentive which is subject to ANZ's mandatory deferral policy

The full incentive amount, including any portion which is deferred to later years, has been counted in the year it was allocated/awarded to an employee.

Performance rights have been included at face value.

#### Note:

1. All of the amounts in the table below include deferred equity. In a number of cases, the amount awarded was not the amount ultimately received by the individual due to the relevant vesting conditions not being met (e.g. service conditions and performance hurdles not being satisfied). For example, the two amounts in the \$11,000,000 to \$12,000,000 bracket included ~\$7.3m and ~\$8.1m in performance rights at face value respectively, all of which lapsed and were forfeited due to the relevant performance hurdles not being met.
2. A single employee may be included more than once due to employees receiving up to 10 annual incentives over the past decade.

Total incentive bonuses value	Number (i.e. 1 employee)
<\$1,000,000	
\$1,000,001 - \$2,000,000	
\$2,000,001 - \$3,000,000	
\$3,000,001 - \$4,000,000	
\$4,000,001 - \$5,000,000	
\$5,000,001 - \$6,000,000	5
\$6,000,001 - \$7,000,000	5
\$7,000,001 - \$8,000,000	1
\$8,000,001 - \$9,000,000	2
\$9,000,001 - \$10,000,000	2
\$10,000,001 - \$11,000,000	3
\$11,000,001 - \$12,000,000	2
\$12,000,001 - \$13,000,000	
\$13,000,001 - \$14,000,000	
\$14,000,001 - \$15,000,000	
\$15,000,001 - \$16,000,000	
\$16,000,001 - \$17,000,000	
\$17,000,001 - \$18,000,000	

\$18,000,001 - \$19,000,000	
\$19,000,001 - \$20,000,000	
\$20,000,001 - \$25,000,000	
\$25,000,001 - \$30,000,000	
\$30,000,001 - \$35,000,000	
\$35,000,001 - \$40,000,000	
\$40,000,001 - \$45,000,000	
\$45,000,001 - \$50,000,000	
>\$50,000,000	